

Comparisons of Job Characteristics

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Lawyers (23-1011)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 82

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Lawyers (23-1011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Law and Government	5.9	24.4	15.0	<<	Extensive education and/or training may be required
English Language	11.2	21.6	16.6	<<	Extensive education and/or training may be required
Customer and Personal Service	11.3	16.3	16.6	0	Current knowledge level may be sufficient
Administration and Management	8.4	13.5	10.1	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	9.8	13.2	>>	Current knowledge level is likely more than sufficient
Economics and Accounting	4.4	8.2	7.0	<	Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 95

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Lawyers (23-1011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Speaking	10.8	17.7	15.9	<	A higher skill level may be required
Critical Thinking	10.8	17.2	14.3	<	A higher skill level may be required
Active Listening	11.0	16.6	17.0	0	Current skill level may be sufficient
Reading Comprehension	10.7	16.2	14.3	<	A higher skill level may be required
Writing	9.2	15.5	13.0	<	A higher skill level may be required

Judgment and Decision Making	9.4	15.0	12.7	<	A higher skill level may be required
Persuasion	7.4	14.9	14.2	0	Current skill level may be sufficient
Complex Problem Solving	9.1	14.0	10.8	<<	Extensive development of skills in this area may be required
Negotiation	6.8	13.8	17.9	>>	Skill level is likely more than sufficient
Active Learning	8.7	13.3	11.2	<	A higher skill level may be required
Time Management	8.9	11.8	9.7	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 98			
Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Lawyers (23-1011)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	18.2	15.6	<	Some improvement in abilities may be required
Oral Comprehension	12.5	17.5	14.8	<	Some improvement in abilities may be required
Written Comprehension	11.0	16.9	14.4	<	Some improvement in abilities may be required
Speech Clarity	10.2	16.5	13.0	<<	Extensive improvement in abilities may be required
Written Expression	9.8	16.4	14.4	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	14.2	12.9	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	14.2	12.7	<	Some improvement in abilities may be required
Near Vision	11.1	13.6	12.6	0	Current ability level may be sufficient
Speech Recognition	9.9	13.6	11.5	<	Some improvement in abilities may be required
Category Flexibility	9.0	12.0	8.2	<<	Extensive improvement in abilities may be required
Fluency of Ideas	7.6	12.0	9.8	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 94	
Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Lawyers (23-1011)			
Work Activities			Exclusivity of Activity

Analyze data to discover facts in case	85
Analyze existing evidence or facts	69
Analyze legal questions	85
Communicate technical information	4
Draw up agreements in accordance with laws	99
Follow confidentiality procedures	58
Follow professional ethics principles in law practice	92
Follow rules of evidence procedures in legal setting	84
Make presentations	13
Organize legal information or records	80
Understand legal terminology	81
Use case logic or precedent	92
Use conflict resolution techniques	56
Use interviewing procedures	23
Use knowledge of legal procedural rules	85
Write legal correspondence	85
Write legal documents	85

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 92

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)
Associated Occupation: Lawyers (23-1011)

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.